

AGREEMENT

between

Ewing Township Board of Education  
BOARD OF EDUCATION, TOWNSHIP OF EWING

and

THE EWING TOWNSHIP ADMINISTRATORS ASSOCIATION

(Superintendent - Coordinator)

covering the period from

~~X~~ July 1, 1988 through June 30, 1990



I. Recognition

The Board of Education hereby recognizes the Administrative Staff for the purpose of collective negotiations concerning terms and conditions of employment under this Agreement with the Board for the following classifications:

School Principals  
School Vice Principals  
Director of Special Services (Pupil Personnel Services)  
Director of Federal Funds, Adult School, etc.  
10-Month Elementary Vice Principal  
~~Supervisory Subject Matter Coordinators~~  
Supervisory Coordinator of Title I/Supplemental Programs

but excluding:

all other supervisory, executive personnel and any other category of employees.

II. Negotiation Procedure

The parties agree to enter into collective negotiations over a successor Agreement. Such negotiations shall begin by mutual agreement on October 15 of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all classifications recognized under this Agreement.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

III. Grievance Procedure

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1 - Supervisory Coordinators, with or without a representative, shall take up the grievance or dispute with the Assistant Superintendent for Curriculum and Instruction and/or the Supervisory Coordinator's immediate supervisor within ten (10) days of its occurrence. Vice Principals, with or without a representative, shall take up the grievance or dispute with their school principal within ten (10) working days of its occurrence. The respective Assistant Superintendent for Curriculum and Instruction, immediate supervisor or school principal shall then attempt to adjust the matter and shall respond to the employee (or his/her representative) within three (3) working days.

Step 2 - If the grievance has not been settled, it shall be presented in writing by the employee (or his/her representative) to the Superintendent of Schools within three (3) working days after the respective Assistant Superintendent for Curriculum and Instruction, immediate supervisor or School Principal's response is due. School Principals and the Directors covered hereby shall present their grievances to the Superintendent of Schools within ten (10) days of its occurrence. The Superintendent shall respond to the grievant (or his/her representative) in writing within three (3) working days.

Step 3 - If the grievance still remains unadjusted, it shall be presented by the employee (or employee's representative) to the Board of Education in writing within three (3) days after the response to the Superintendent of Schools is due. The Board of Education shall respond in writing to the employee (or the employee's representative) within one (1) month and ten (10) days. The decision of the Board of Education shall be final and binding.

Failure at any step to communicate the decision on a grievance within the specified time limitations shall constitute acceptance of a grievance as sustained. Failure to appeal within the specified time limitations from an answer which is unsatisfactory shall be deemed to constitute an acceptance of such response as dispositive.

#### IV. Professional Rights

No records shall be placed in an administrator's file, without first being discussed with the administrator. The administrator shall sign the document indicating that he/she has read the item of record. The administrator shall also have the right to submit a written answer to the material and his/her answer should be reviewed by the Superintendent or his/her designee and attached to the file copy.

V. Insurance Protection

- A. The Board shall provide health care insurance protection consisting of the New Jersey State Health Benefits Program covering the administrator and his/her family dependents where appropriate. For administrators enrolled in the various available insurance plans the Board shall pay the full premium.
- B. In addition the Board shall provide a \$3.00 co-pay prescription drug plan for the employee and his/her family with a company selected by the Board.
- C. The Board shall provide the 1B Dental Plan, N. J. Dental Service Plan, Inc. (Delta Dental Plan) covering the administrator and his/her family dependents where appropriate. Said plan shall also include, subject to approval by the carrier, Ortho II Family Plan, orthodontic benefits for both adults and children (children covered to age 19, student-child to age 23).
- D. Employees retiring during the 1988-1989 school year and thereafter may buy into the Prescription and Dental Plans at the group rate with the employee paying the premium costs in advance on the same payment schedule as the Board. The above is subject to the approval of the insurance carriers.

All insurance benefits shall be provided by the Board at the prevailing rate.

In no case will a person receive double coverage under any available insurance plan.

For each administrator who terminates employment with the Board of Education, the Board of Education shall make payments of insurance premiums for the State Health Plan for two (2) full months beyond termination date.

VI. Sick Leave

Reimbursement for unused sick leave - Administrators who retire after completing fifteen (15) years in Ewing Township shall receive payment for all unused accumulated sick leave in accordance with the schedule set forth below:

1988-1989

Forty dollars (\$40) per day to a maximum of sixty-five hundred dollars (\$6,500)

1989-1990

Forty-five dollars (\$45) per day to a maximum of seven thousand dollars (\$7,000)

VII. Salary

1. The pay schedule for all employees covered by this Agreement shall be as set forth in Appendix "A" attached hereto.
2. A new administrator must be employed prior to January 1 in order to qualify for the next highest pay level on the salary guide for the following year.

VIII. Tuition Reimbursement

Administrators electing to take courses in State approved institutions or Board approved organizations may receive financial assistance from the Board of Education. Assistance is limited to \$350 per person, per year. Prior approval is required by the Board of Education and its decision is not subject to grievance procedures.

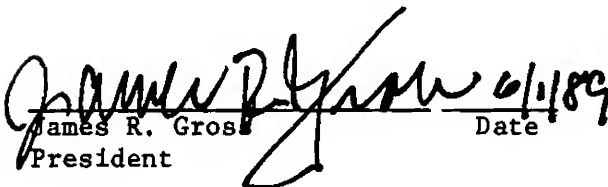
The total maximum payable under this provision shall be \$3,500 per year (July 1 - June 30); there shall be no carry over of unexpended monies.

IX. Term and Duration

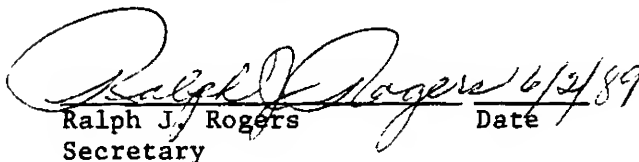
This Agreement shall be in effect as of July 1, 1988 and shall continue through June 30, 1990.

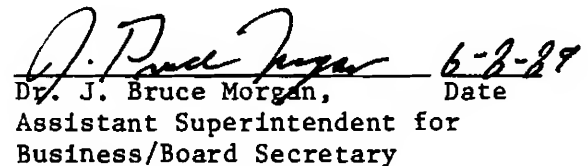
Ewing Township Administrators  
Association

Ewing Township Board of Education

  
James R. Gross      Date  
President

  
Fredricka McNeal-Billups      Date  
President

  
Ralph J. Rogers      Date  
Secretary

  
Dr. J. Bruce Morgan      Date  
Assistant Superintendent for  
Business/Board Secretary

APPENDIX A  
EWING TOWNSHIP ADMINISTRATORS ASSOCIATION

SALARY GUIDES

1988-1989

Step	H.S. Prin.	J.H.S. Prin.	Dir. S.S.	Dir.A/E El.Prin.	H.S. V.P.	J.H. V.P.	10 mo. El.V.P.	Coords.
0	53,710	51,710	49,710	48,710	47,710	45,710	38,710	38,110
1	55,710	53,710	51,710	50,710	49,710	47,710	40,710	40,110
2	57,710	55,710	53,710	52,710	51,710	49,710	42,710	42,110
3	59,710	57,710	55,710	54,710	53,710	51,710	44,710	44,110
4	61,710	59,710	57,710	56,710	55,710	53,710	46,710	46,110
5	63,710	61,710	59,710	58,710	57,710	55,710	48,710	48,210

During the 1988-1989 school year, the combined mathematics/science coordinator shall receive an additional prorated amount of \$7,500 which shall be added to and made part of the coordinator's regular salary set forth above.

1989-1990

0	58,450	56,450	53,950	52,950	51,950	49,950	42,450	40,180
1	60,450	58,450	55,950	54,950	53,950	51,950	44,450	42,480
2	62,450	60,450	57,950	56,950	55,950	53,950	46,450	44,780
3	64,450	62,450	59,950	58,950	57,950	55,950	48,450	47,080
4	66,450	64,450	61,950	60,950	59,950	57,950	50,450	49,380
5	68,450	66,450	63,950	62,950	61,950	59,950	52,450	51,730

During the 1989-1990 school year, the combined mathematics/science coordinator shall receive an additional amount of \$7,500 which shall be added to and made part of the coordinator's regular salary set forth above.

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